

## CITY OF ALAMEDA

### Memorandum

To: Honorable Mayor and  
Members of the City Council

From: John A. Russo  
City Manager

Date: October 18, 2011

Re: Adopt a Resolution Amending the Management and Confidential Employees  
Association Salary Schedule

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### BACKGROUND

The Memorandum of Understanding for the Management and Confidential Employees Association (MCEA) was adopted in 2005 and covers the period July 1, 2005, through December 31, 2011. It was extended through December 12, 2009, extended again through December 18, 2010, extended again through March 26, 2011 and extended a final time through December 31, 2011.

### DISCUSSION

In November 2008, the Public Utilities Board (Board) recommended, and the City Council approved, the sale of the City's Telecom business, allowing Alameda Municipal Power (AMP) to focus on one business line, the electric utility. The electric utility industry is undergoing fundamental changes, the scope of which has not been seen for the last 75-100 years. Topics of concern and opportunity include the following:

- Increased regulatory demands (renewable programs, reliability compliance, climate change etc.)
- Advanced technology breakthroughs (smarter utility)
- Increased customer expectations
- Skilled workforce to meet current and future needs

Over the last three years, the Board and Alameda Municipal Power (AMP) staff have engaged in an annual strategic planning process to identify critical issues/risks and develop response strategies. The workforce is a critical issue that has been consistently identified due to many changes within the electric industry that transform the demands on staff. These changes require AMP to employ workers with more professional, technical and utility job specific skill sets.

The Board approved two new classification titles, which it recommends adding to the MCEA salary schedule. The two new classification titles are Utility Energy Analyst and

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Utility Information & Billing Systems Supervisor. The two new classification titles and salary ranges reflect job responsibilities and skill expertise needed.

The Utility Energy Analyst classification requires education and experience in utility-specific practices and principles of energy management and policy, facility energy systems and operations, and the technical design and application of energy efficiency measures to retrofits or new construction. This classification will analyze the continually emerging federal and state requirements to increase energy efficiency, demand-side programs and programs related to reduction of greenhouse gas emissions and recommend policy and procedure options to address the regulatory mandates.

The Utility Information and Billing Systems Supervisor classification requires education and experience to manage the emergence of advanced utility-specific technologies that are continuing to affect AMP. The technologies will continue to progress into automated and networked systems, utility network infrastructure and communication systems, SCADA, new federal reliability and cyber-security compliance requirements, network and systems security, utility data management, utility meter and field work systems, and utility systems integration. This classification will continually stay abreast of the advancements in order to plan for the introduction of advanced technologies at AMP.

#### FINANCIAL IMPACT

There is no impact as the AMP Enterprise Fund. The recommended changes will result in an expenditure of approximately \$20,000 to the AMP Enterprise Fund in the current fiscal year, with an annual expenditure of approximately \$53,000. There are sufficient funds in the AMP Enterprise Fund to cover these expenditures, which were authorized by the Public Utilities Board.

#### RECOMMENDATION

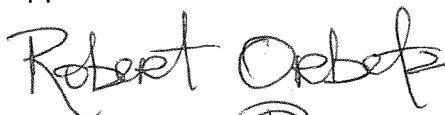
Adopt a Resolution amending the Management and Confidential Employees Association salary schedule.

Respectfully submitted,



Karen Willis  
Human Resources Director

Approved as to funds and account,



Robert J. Orbeta  
Assistant General Manager-Administration

CITY OF ALAMEDA RESOLUTION NO. \_\_\_\_\_

AMENDING THE MANAGEMENT AND CONFIDENTIAL EMPLOYEES ASSOCIATION (MCEA) SALARY SCHEDULE FOR THE CLASSIFICATIONS OF UTILITY ENERGY ANALYST AND UTILITY INFORMATION AND BILLING SYSTEMS SUPERVISOR

Approved as to Form

City Attorney

BE IT RESOLVED by the Council of the City of Alameda that the salary resolution of the Management and Confidential Employees Association (MCEA) is hereby amended by establishing the salary rate, salary range, salary steps and benefits for the classifications of Utility Energy Analyst and Utility Information & Billing Systems Supervisor designating those as applicable to these classifications in the service of the City of Alameda.

CITY OF ALAMEDA  
MANAGEMENT AND CONFIDENTIAL EMPLOYEES ASSOCIATION  
Effective October 19, 2011

Code	Classification <i>EXEMPT</i>	BI-WEEKLY/ANNUALLY				
		Step 1	Step 2	Step 3	Step 4	Step 5
7630*	Utility Energy Analyst	\$3,281 \$85,306	\$3,445 \$89,570	\$3,617 \$94,042	\$3,798 \$98,748	\$3,988 \$103,688
7305*	Utility Information & Billing Systems Supervisor	\$3,626 \$94,276	\$3,807 \$98,982	\$3,997 \$103,922	\$4,197 \$109,122	\$4,407 \$114,582

\* Indicates classifications with thirty-seven and one-half (37 ½) hour original workweek; other classifications have forty (40) hour original workweek.

\* \* \* \* \*

I, the undersigned, hereby certify that the foregoing Resolution was duly and regularly adopted and passed by the Council of the City of Alameda in a regular meeting assembled on the 18th day of October, 2011, by the following vote to wit:

AYES

NOES:

ABSENT:

ABSTENTIONS:

IN WITNESS, WHEREOF, I have hereunto set my hand and affixed the seal of said City this 19th day of October, 2011.

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Lara Weisiger, City Clerk  
City of Alameda